CREATE CHANGE WITH IMPACT

"If you look at history, innovation doesn't come just from giving people incentives; it comes from creating environments where their ideas can connect."

Steven Johnson (born 1968)
Science author & media theorist

Innovation Mindset

A learning program to explore the mindset, culture and practices for innovation at work

Hargraves
INSTITUTE

The rationale

Innovation Mindset shares Hargraves Institute's best practices for nurturing and inspiring innovative organisations. These insights stem from 20 years of experience working with leaders and successful organisations across all sectors.

Organisations need more than specialists and elite teams to tackle today's tough challenges.

To build a culture of innovation, you need to make everyone in your organisation a participant, not just a select few.

You also need the right culture rather than just processes and tools.

It's a 'people-first' approach to innovation.

Corporate innovation is not just about ideas. You also need stamina, courage, alignment and leadership to see it through, often iterating over a long period of time before nailing inventions.

An old approach to innovation would be to ask: What follows the smartphone?

Now, every organisation should build a new question into their innovation process: What else could people do or make with this?

https://www.accenture.com/au-en/insights/interactive/fjord-trends-do-it-yourself-innovation

The Program

This highly interactive, evidence-based one day program has been developed over many years, working with Australia's best innovators. It will help you develop the mindset for innovation as an individual, and create a culture where innovation can thrive in your team and organisation.

Module 1: Developing an Innovation Mindset

1. Explore the elements of an innovation mindset.
2. Analyse your story to discover your mindset strengths.
3. What drives innovation and change in your workplace?

Module 2: Innovation Conversation

1. Explore SEE THINK DO - a process for thinking through ideas.
2. Learn how to apply interpersonal skills to have positive conversations with colleagues to develop innovation.

Module 3: Innovation Culture & Collaboration

1. Explore processes and systems for building an innovation culture.
2. Learn what others have done to change the culture.
3. Identify opportunities for change in your workplace.

Module 4: Make Change Happen

1. Apply the tools to develop a change concept.
2. Develop a plan for change in your workplace.

Our Approach

In this session, you'll use our Innovation Mindset Framework and process for thinking through problems and opportunities.

This Framework includes questions to help you solve the right problems and Hargraves tools to help you come up with great ideas, every day.

You will learn to:

- Define the problem/opportunity.
- Understand the value for the customer.
- Generate new solutions.
- Experiment and manage risk.
- Iterate and implement.

Participant Outcomes

At the end of this program, you will be able to create opportunities and pathways for yourself and others.

Specifically, you will:

- Discover your innovation strengths
- Apply tools and mindset to realise great ideas
- Identify how to build a culture of innovation
- Have positive conversations about ideas

Who should attend?

Anyone who contributes to - or promotes - continuous innovation and improvement in their work roles, including:

- Those in their early career who want to learn how to identify opportunities to do things better.
- Individuals who want to become more confident in creating and expressing their ideas.
- Team members who want to improve their skills and collaborate confidently to support new ideas, change and improvement.
- Leaders looking for tools and techniques they can use with their team to nurture open thinking and a culture of innovation.

Executives responsible for creating a climate that fosters and encourages innovation across the organisation can support their agenda by encouraging individuals to participate.

Helping individuals collaborate confidently and understand their strengths to co-create new ideas and solutions for your business and customers.

In-person delivery

- Pre-program survey to understand needs
- In-person learning via a 1-day workshop
- Work-based project and follow-up session

On-line delivery

- Pre-program survey to understand needs
- Four 1.5 hour sessions over two weeks
- Pre and post homework
- Work-based project and follow-up session

Hargraves Institute

Founded in 2006 by leading organisations, Hargraves is Australia's foremost community of practice for collaboration and innovation.

Our mission is to make change happen, delivering tools and techniques for better ideas, people, and performance.

Hargraves lives its commitment to building diverse and innovative organisations every day, seeking out new ways of working that inspire individuals to be their best, embracing collaboration and innovation in everything they do.

Your facilitator

Tess Julian understands that innovation is all about people. She helps individuals explore the processes, tools and behaviours, which underpin successful innovation and innovation mindset, to help teams and organisations provide the opportunity, ability and motivation for employees to use their ideas to make the enterprise a great workplace.

Tess has worked in a variety of organisations, from start-ups to corporations, as an employee, leader, business partner and founder.

With a long and successful history of facilitation and training in various contexts, Tess will engage and inspire you to make a difference. Her first-hand experience, coupled with the latest research, will provide practical and timely insights to lead change and innovation.

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What Participants Say

"By morning tea, I felt my 6 hour round trip had paid off. A great mix of tools to help individuals and teams think differently and innovate more effectively."

- BlueScope Steel

"This is the type of practical guidance to assist you in implementing key innovation platform changes in your own way and in your own workplace, in a deceptively simple way but that can expand depending on your time and resources."

- Dubbo City Council

"I unleashed my inner innovation guru that I didn't know I had."

- Victorian Eastern Health District

"It challenges you to think creatively, dynamically and gives you the mental framework to approach new challenges requiring innovative solutions."

- Origin Energy

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Learn more about Innovation Mindset